

**SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)**

**(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)
Chromepet, Chennai — 600 044.**

M.A. END SEMESTER EXAMINATIONS APRIL - 2022

SEMESTER - IV

20PHRCT4013 - Compensation and Benefits

Total Duration : 3 Hrs.

Total Marks : 60

Section A

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. What are the objectives of compensation plans?
2. Explain Fringe benefits with example.
3. Describe the process of Job Evaluation.
4. What is Attendance Bonus?
5. Explain the need for Variable Performance Linked Pay.
6. Briefly discuss the various Retirement Benefits.
7. List out the pitfalls to Job Evaluation.
8. Differentiate Expatriates and Repatriates.

Section B

Part A

Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Explain the need for Compensation for special groups with example.
10. Compare and Contrast Fair Wage and Living Wage.
11. Write short notes on (a) Salary Matrix (b) Salary Buckets.
12. Explain the significance of International Compensation.

Part B

Compulsory question ($1 \times 10 = 10$ Marks)

13. Discuss the challenges faced by a business entity in fixing a competitive pay.
